

Sample

Transportation Policies

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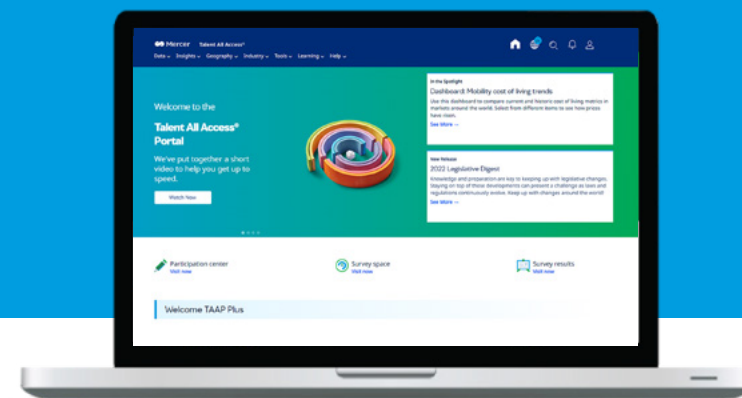
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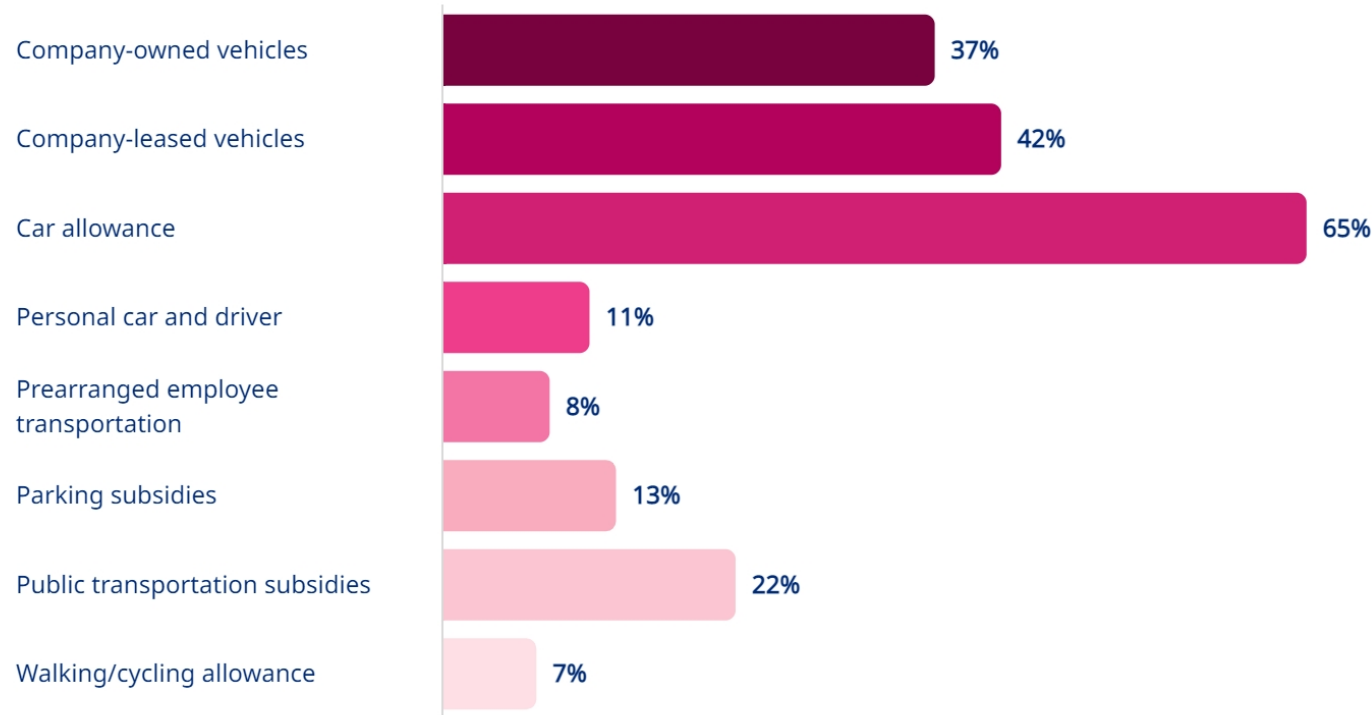
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Overview

Benefit eligibility overview

Transportation benefits offered



N=304

Note: More than one response was permitted; percentages may sum to more than 100%.

Overview

Last updated: May 17, 2023

Benefit eligibility overview

Transportation benefit eligibility by employee level

Benefit type	Head of organization	Executive	Management	Professional nonsales	Professional sales	N=
Company-owned vehicles	36%	36%	36%	50%	36%	36
Company-leased vehicles	51%	63%	45%	30%	58%	89
Car allowance	62%	75%	50%	19%	47%	137
Personal car and driver	41%	32%	31%	27%	7%	19
Parking subsidies	62%	72%	71%	64%	36%	37
Public transportation subsidies	54%	58%	79%	67%	46%	24
Walking/cycling allowance	19%	61%	43%	7%	17%	32

Note: More than one response was permitted; percentages may sum to more than 100%.

Overview

Last updated: May 17, 2023

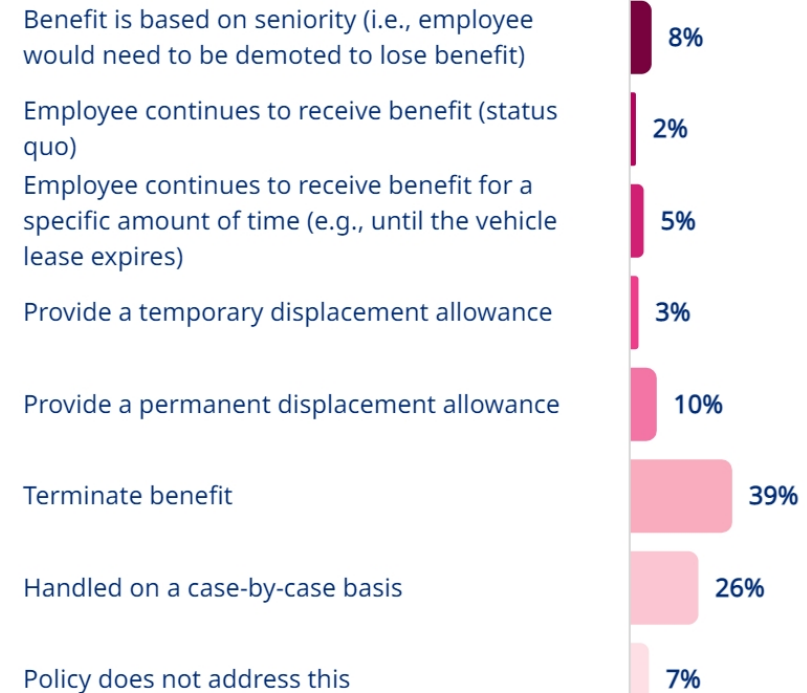
Benefit eligibility criteria

Reasons for providing a transportation benefit

Eligibility criteria	Percentage of companies
Business need (e.g., sales position)	65%
Job level or grade	35%
Market competitiveness	27%
Status/seniority	19%
Limited or no availability of public transportation	7%
Employee safety concerns	26%
International mobility/expatriate employee	23%
N=	156

Note: More than one response was permitted; percentages may sum to more than 100%.

Policy for employees that transition from a transportation benefit eligible position to a noneligible position



N=304

Benefit eligibility criteria

Factors considered when determining business need for a transportation benefit

Factors considered	Percentage of companies
Necessity of a car (e.g., sales role with frequent road travel requirements)	77%
Minimum annual business mileage	17%
Percentage of time absent from office on company business	30%
Number of locations employee must visit on regular basis	20%
N=	130

Note: More than one response was permitted; percentages may sum to more than 100%.

Green policies

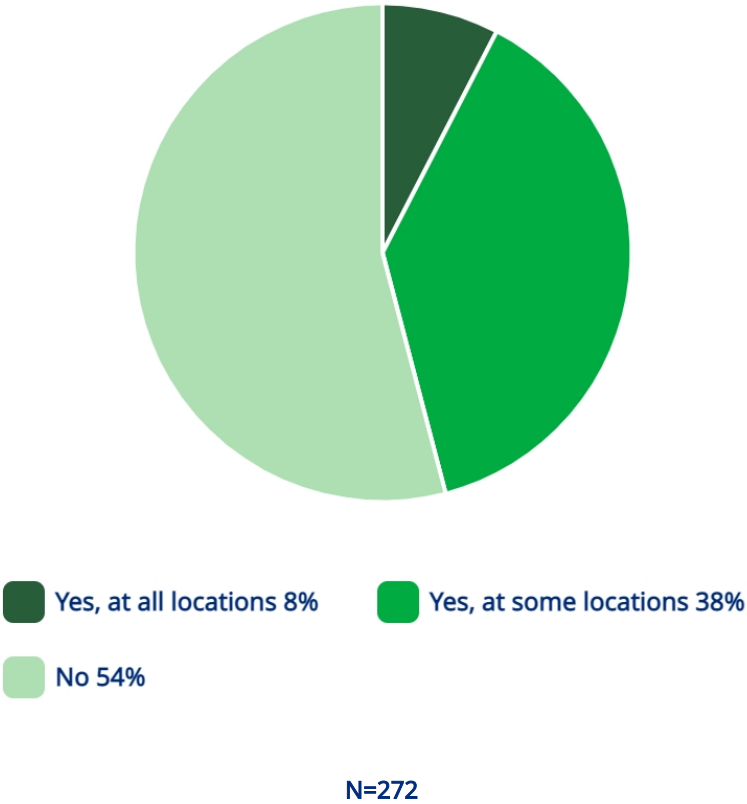
Steps taken toward a greener car benefit program

Action taken	Implemented	Plan to implement	No plans to implement	N=
Limit/reduce the number of company cars	38%	24%	38%	99
Add hybrid vehicles to company car fleet	52%	30%	18%	96
Add electric vehicles to company car fleet	32%	24%	44%	88
Promote the use of public transport by offering subsidies or allowances	27%	28%	45%	101
Actively promote other transportation (e.g., car pools and bicycles)	32%	29%	38%	101
Limit vehicle options to those with lower CO2 emissions	26%	10%	64%	88

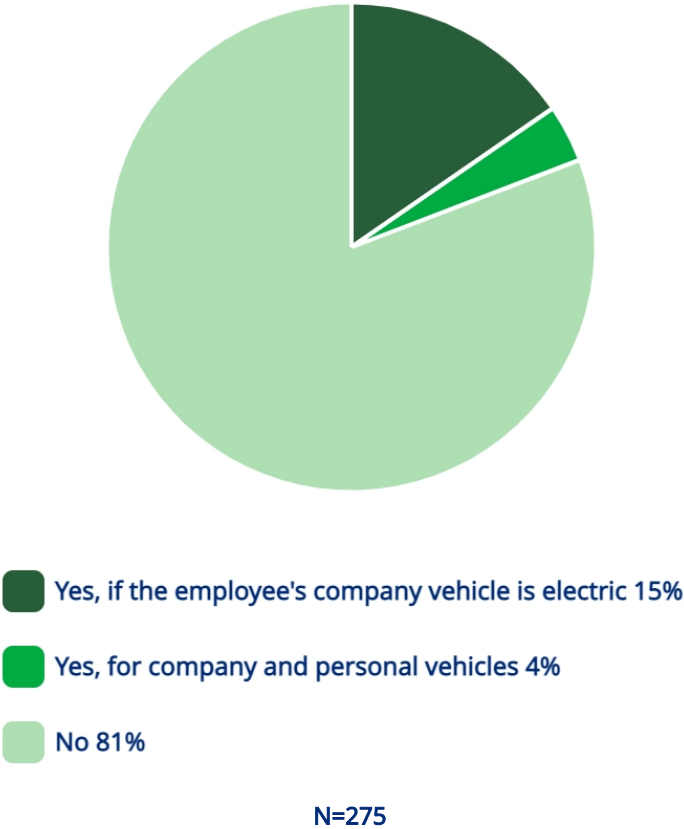
Green policies

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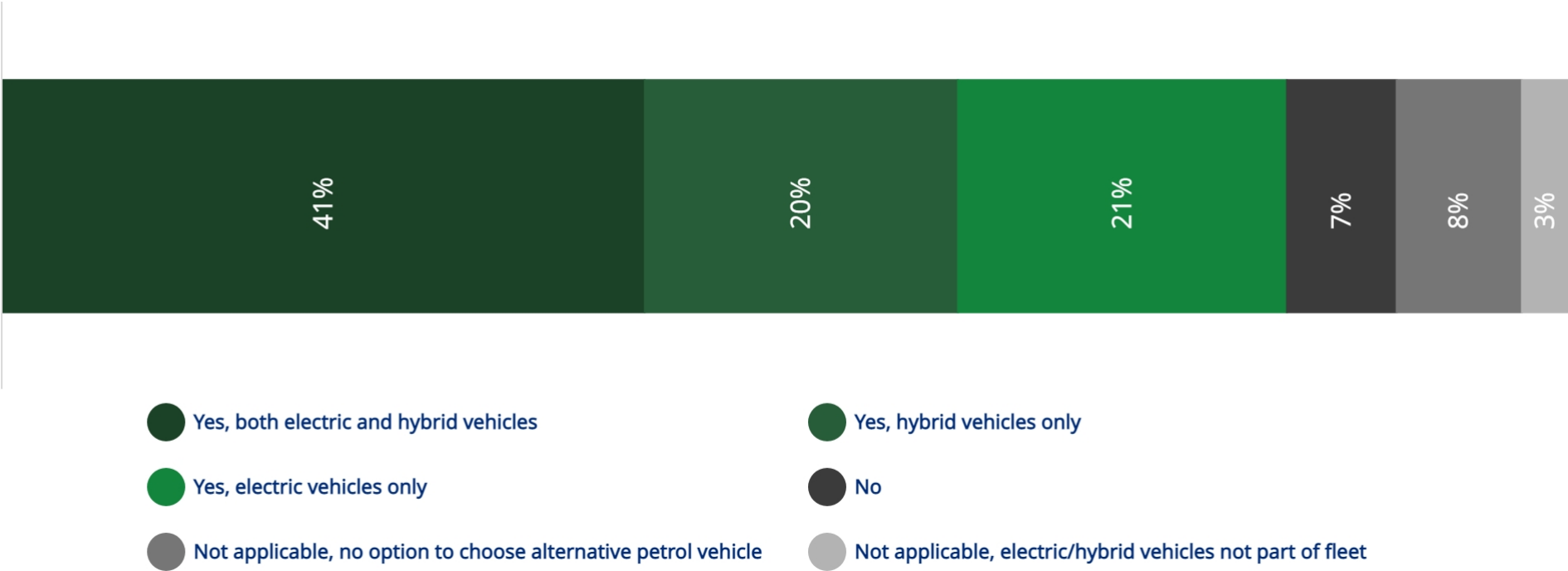
Charging stations for electric vehicles at offices



Cover the setup costs of electric vehicle charging station at employee's home



Additional monetary incentives to encourage take-up of hybrid/electric vehicles

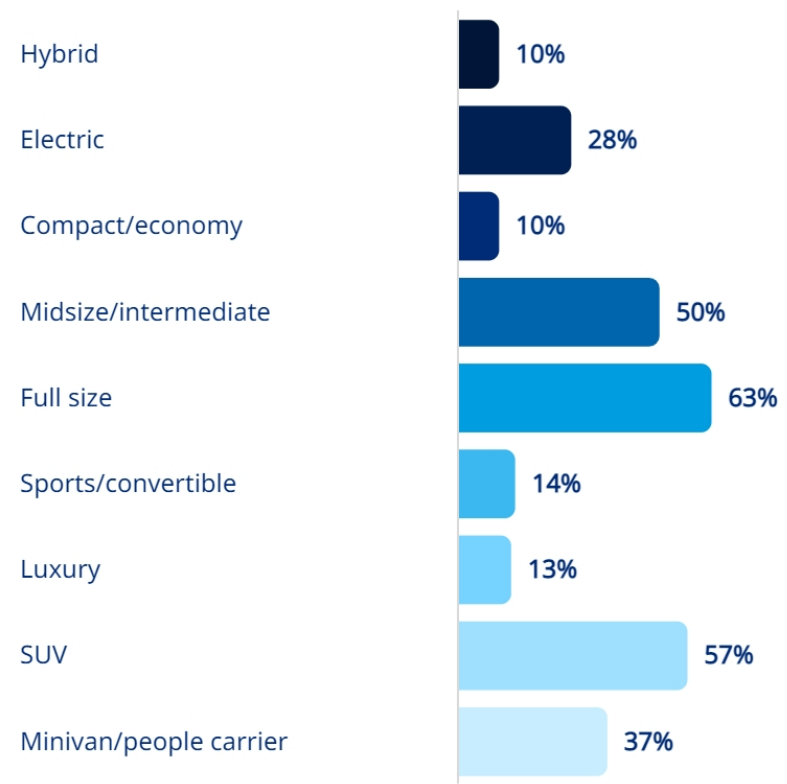


N=90

Company-owned vehicles

Vehicle category information

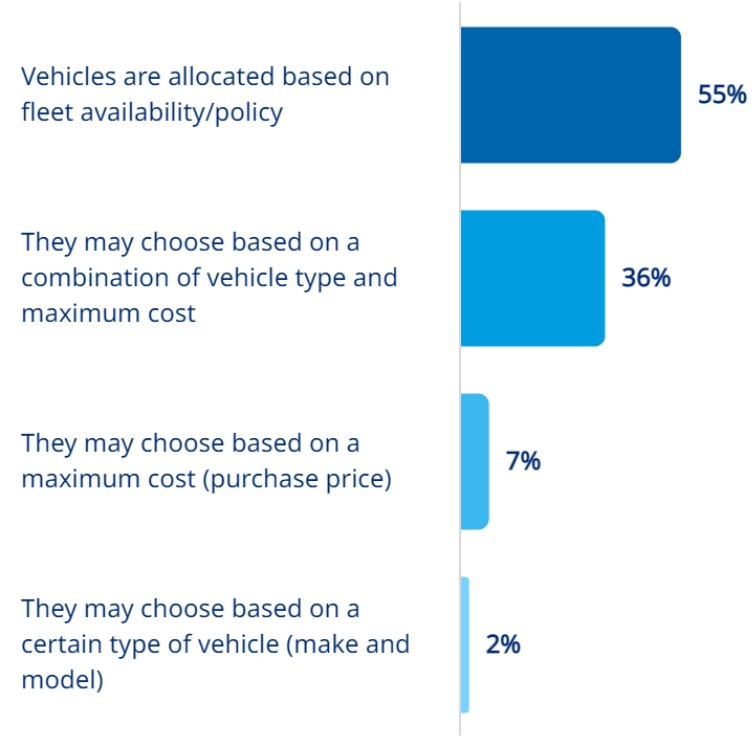
Types of vehicles in company-owned fleet



N=153

Note: More than one response was permitted; percentages may sum to more than 100%.

Employee's ability to choose their vehicle



N=153

Company-owned vehicles

Last updated: May 17, 2023

Vehicle category information

Vehicle category provided to each employee level

Vehicle category	Head of organization	Executive	Management	Professional nonsales	Professional sales
Hybrid	20%	18%	9%	7%	17%
Electric	20%	18%	9%	7%	17%
Compact/economy	30%	27%	36%	13%	25%
Midsize/intermediate	60%	45%	55%	13%	50%
Full size	60%	45%	45%	87%	33%
Sports/convertible	0%	0%	0%	0%	0%
Luxury	30%	45%	0%	0%	0%
SUV	70%	64%	64%	27%	42%
Minivan/people carrier	0%	0%	9%	20%	42%
N=	10	11	11	15	12

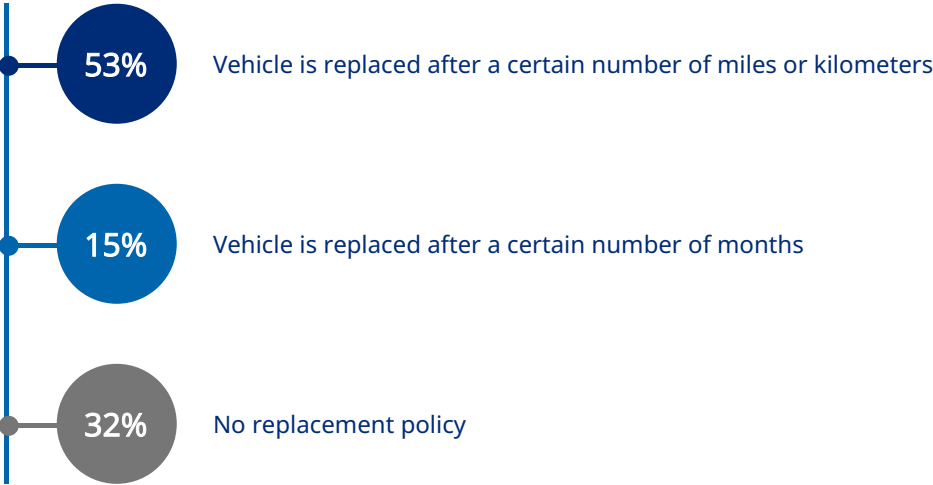
Note: More than one response was permitted; percentages may sum to more than 100%.

Company-owned vehicles

Last updated: May 17, 2023

Vehicle replacement policies

Policy for replacing a company-owned vehicle



N=154

Company-owned vehicles

Last updated: May 17, 2023

Vehicle replacement policies

Mileage/kilometer threshold for vehicle replacement

Threshold	Percentage of companies
0–60,000 mi or 0–100,000 km	0%
60,001–75,000 mi or 100,001–125,000 km	0%
75,001–90,000 mi or 125,001–150,000 km	21%
90,001–105,000 mi or 150,001–175,000 km	29%
105,001–120,000 mi or 175,001–200,000 km	29%
More than 120,000 mi or 200,000 km	21%
N=	14

Frequency of vehicle replacement

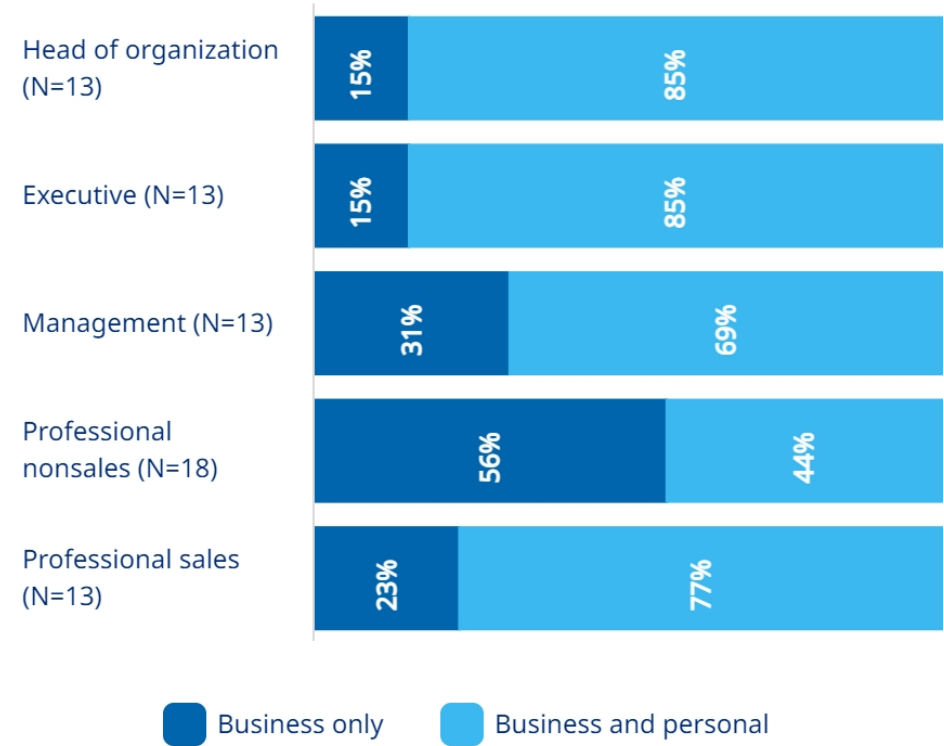
Threshold	Percentage of companies
12 months or less	0%
13–24 months	0%
25–36 months	0%
37–48 months	71%
49–60 months	14%
More than 60 months	14%
N=	7

Company-owned vehicles

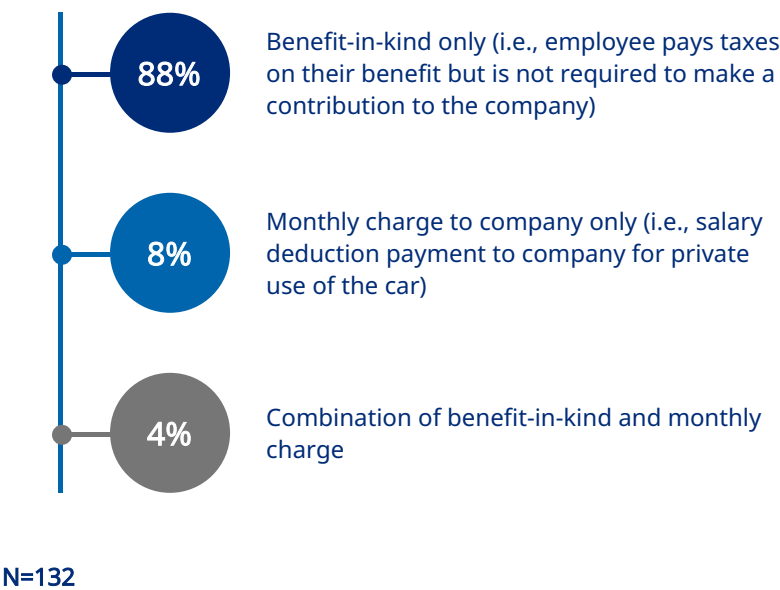
Last updated: May 17, 2023

Vehicle use and expenses

Intended use of company-owned vehicle



Method of charging employees for private use of vehicle



Company-owned vehicles

Last updated: May 17, 2023

Vehicle use and expenses

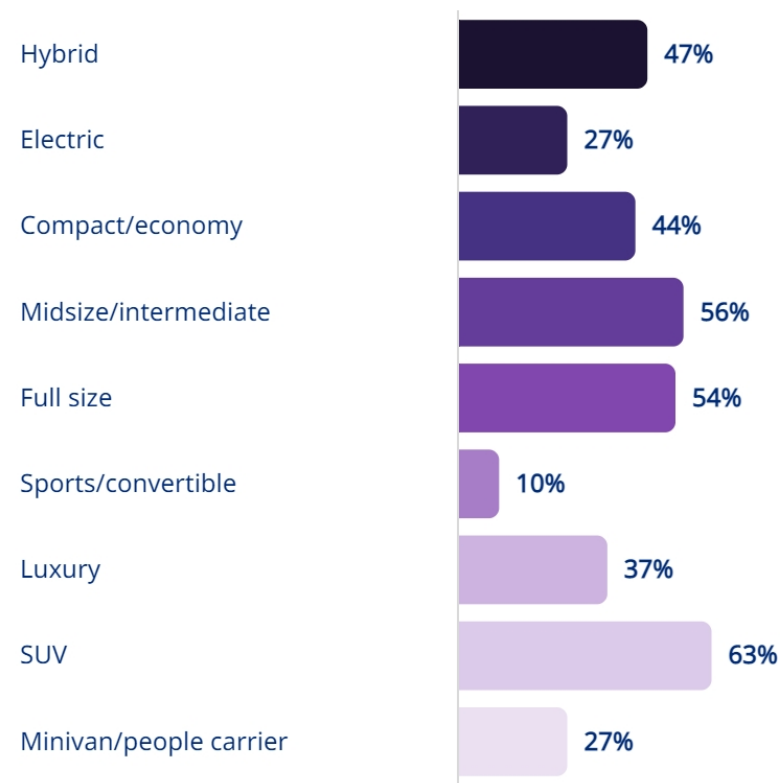
Policy for covering vehicle-related expenses

Expense type	All	Some	None	Varies by employee level	N=
Fuel costs	70%	25%	0%	5%	35
Insurance	70%	10%	10%	10%	35
Maintenance	50%	30%	15%	5%	35
Tax-related costs	46%	31%	15%	8%	35

Company-leased vehicles

Vehicle category information

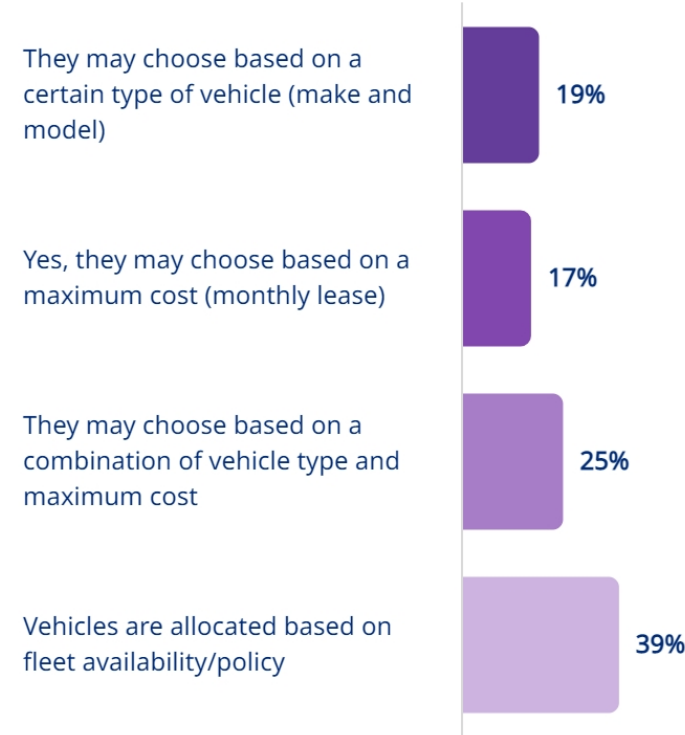
Types of vehicles in company-leased fleet



N=157

Note: More than one response was permitted; percentages may sum to more than 100%.

Employee's ability to choose their vehicle



N=153

Company-leased vehicles

Last updated: May 17, 2023

Vehicle category information

Vehicle category provided to each employee level

Vehicle category	Head of organization	Executive	Management	Professional nonsales	Professional sales
Hybrid	43%	43%	33%	23%	26%
Electric	35%	37%	25%	15%	19%
Compact/economy	38%	33%	42%	31%	36%
Midsize/intermediate	60%	53%	78%	46%	66%
Full size	65%	63%	58%	65%	43%
Sports/convertible	28%	22%	14%	4%	2%
Luxury	63%	49%	17%	0%	2%
SUV	65%	63%	58%	42%	45%
Minivan/people carrier	25%	24%	19%	15%	9%
N=	40	51	36	26	47

Note: More than one response was permitted; percentages may sum to more than 100%.

Company-leased vehicles

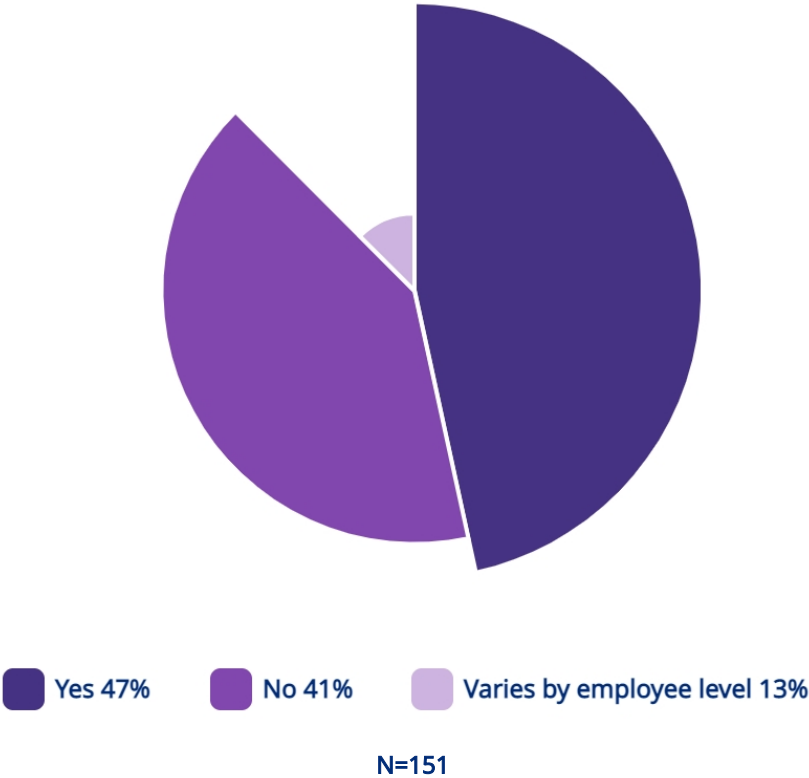
Last updated: May 17, 2023

Vehicle replacement policies

Typical length of vehicle lease

Length of lease	Percentage of companies
12 months or less	10%
13-24 months	8%
25-36 months	16%
37-48 months	45%
49-60 months	14%
More than 60 months	4%
Varies by employee level	3%
N=	87

Employees permitted to purchase the vehicle at the end of lease agreement

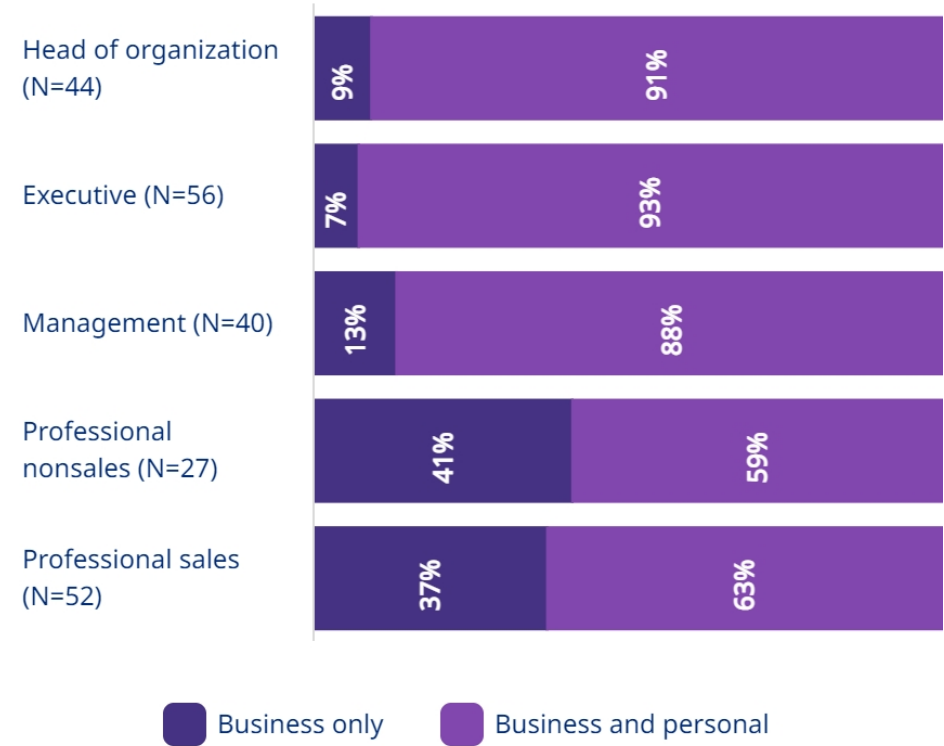


Company-leased vehicles

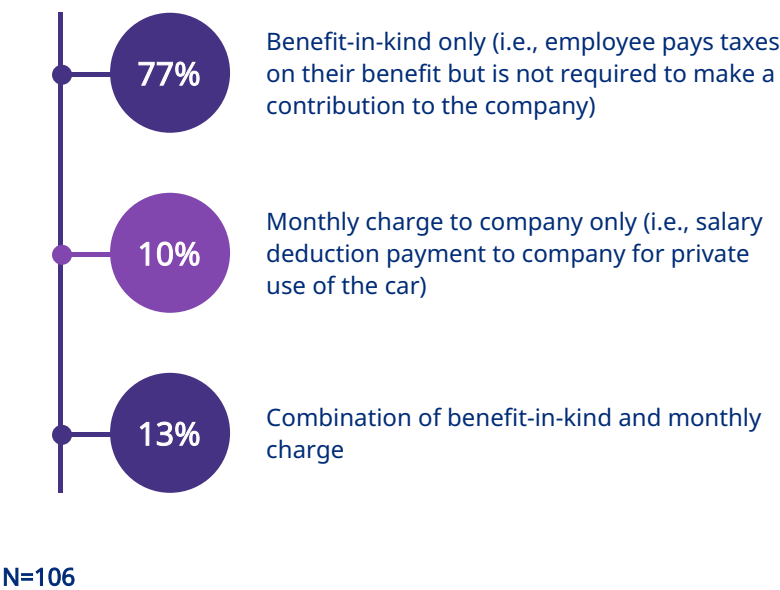
Last updated: May 17, 2023

Vehicle use and expenses

Intended use of company-leased vehicle



Method of charging employees for private use of vehicle



Company-leased vehicles

Last updated: May 17, 2023

Vehicle use and expenses

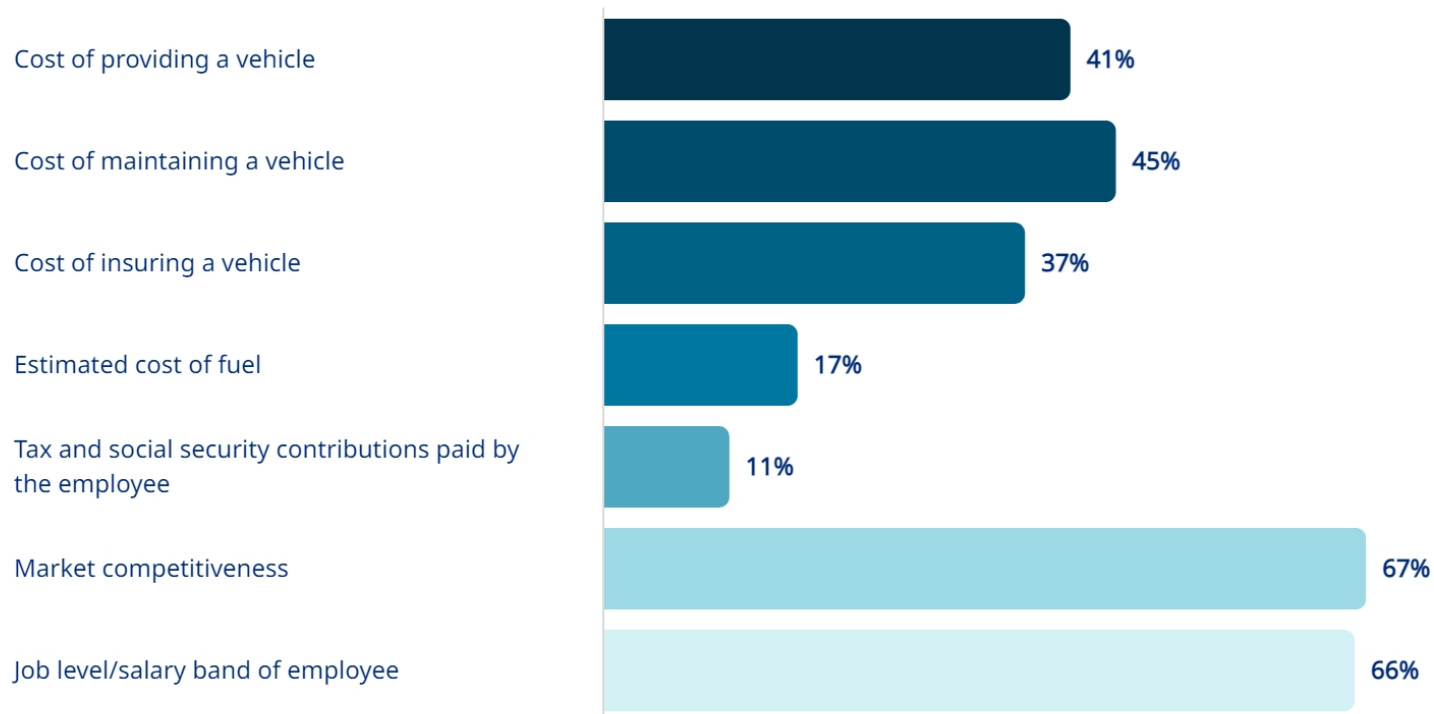
Policy for covering vehicle-related expenses

Expense type	All	Some	None	Varies by employee level	N=
Fuel costs	50%	30%	8%	12%	87
Insurance	60%	20%	15%	5%	88
Maintenance	74%	16%	5%	5%	88
Tax-related costs	40%	30%	23%	7%	87

Car allowance

Determining the allowance amount

Factors considered when calculating car allowance amount



N=168

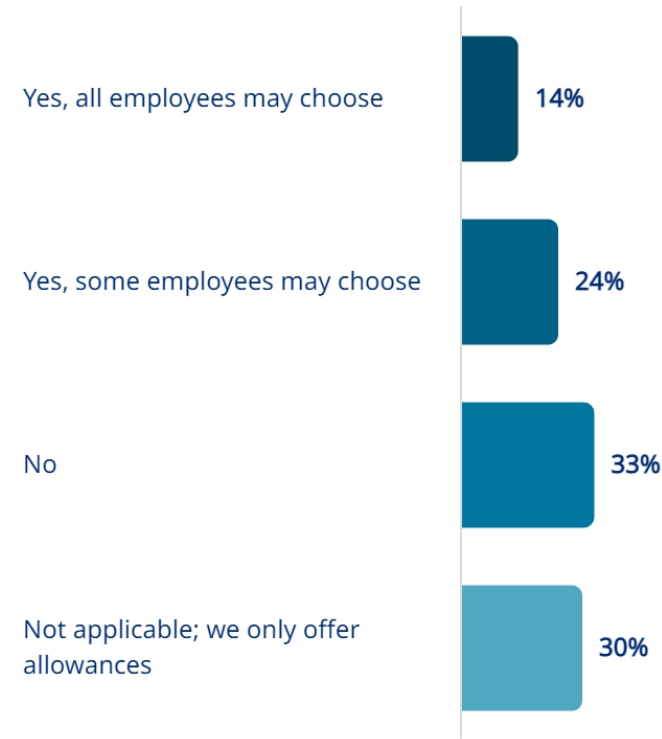
Note: More than one response was permitted; percentages may sum to more than 100%.

Car allowance

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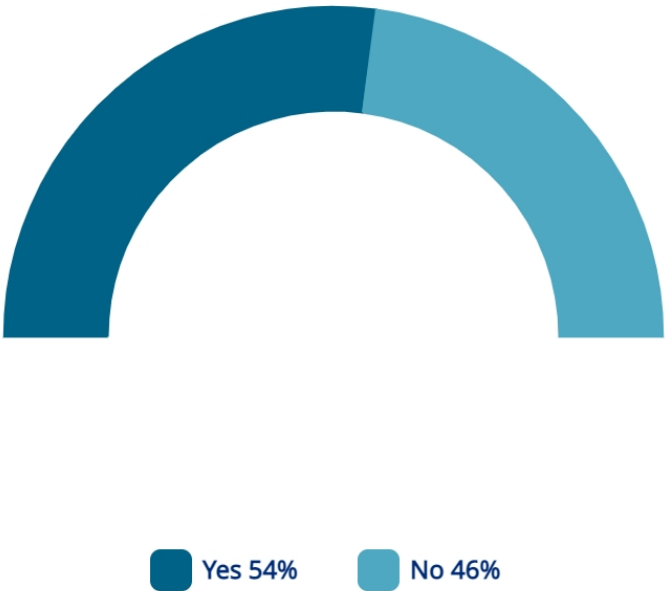
Determining the allowance amount

Employee may choose an allowance instead of a vehicle



N=252

Employee must use car allowance toward cost of a vehicle



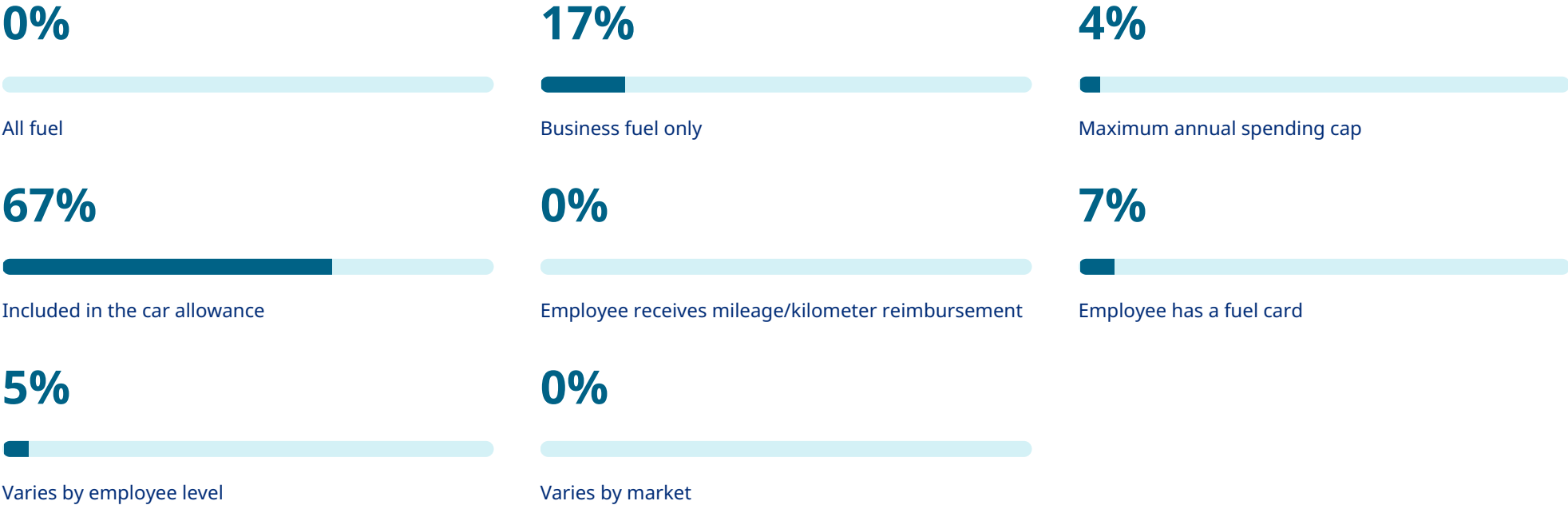
N=251

Car allowance

Last updated: May 17, 2023

Reimbursement of expenses

Reimbursement of fuel costs for employees with a car allowance



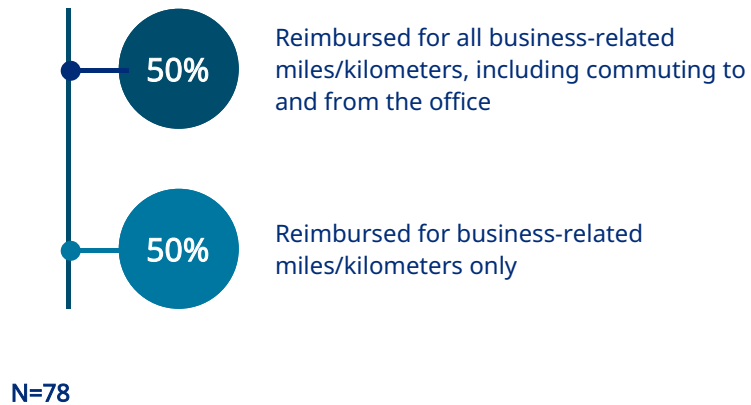
N=253

Car allowance

Last updated: May 17, 2023

Reimbursement of expenses

Reimbursement for mileage/kilometer for employees with a car allowance



Mileage/kilometer reimbursement versus local statutory requirements for employees with a car allowance



Car allowance

Last updated: May 17, 2023

Reimbursement of expenses

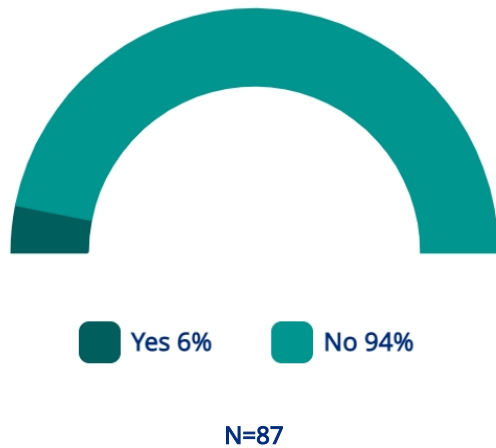
Reimbursement of other vehicle expenses for employees with a car allowance

Expense	All	Some	None	N=
Maintenance	17%	23%	60%	135
Insurance	18%	10%	72%	134
Tax-related costs	16%	18%	66%	132

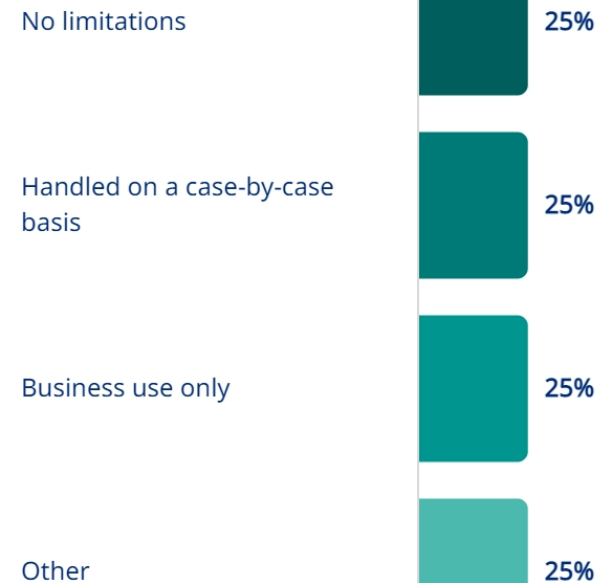
Other transportation

Personal car and driver

Benefit provided



Limitations of employee's use of personal car and driver



Other transportation

Last updated: May 17, 2023

Personal car and driver

Reasons for providing this benefit

Reason	Percentage of companies
Market competitiveness	25%
Status/seniority	33%
Limited or no availability of public transportation	43%
Employee safety concerns	17%
International mobility/expatriate employee	27%
Spouse/family of international mobility/expatriate employee	61%
Other	34%
N=	20

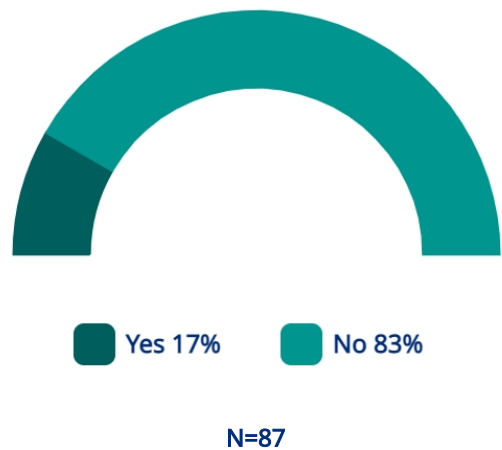
Note: More than one response was permitted; percentages may sum to more than 100%.

Other transportation

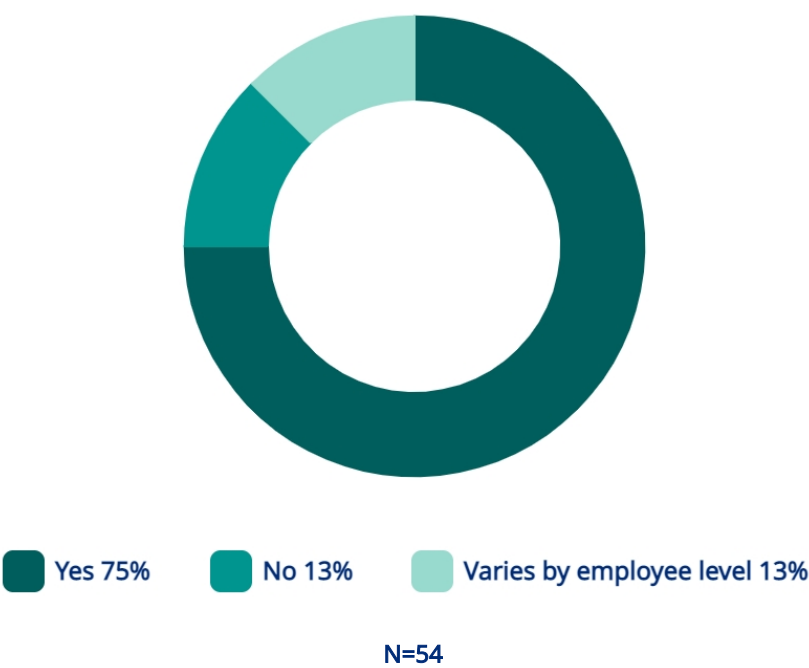
Last updated: May 17, 2023

Prearranged employee transportation

Benefit provided



Transportation is provided as a shared service among employees (one taxi transports several employees)



Other transportation

Last updated: May 17, 2023

Prearranged employee transportation

Reasons for providing this benefit

Reason	Percentage of companies
Market competitiveness	28%
Status/seniority	20%
Limited or no availability of public transportation	65%
Employee safety concerns	48%
International mobility/expatriate employee	57%
Spouse/family of international mobility/expatriate employee	33%
Other	10%
N=	8

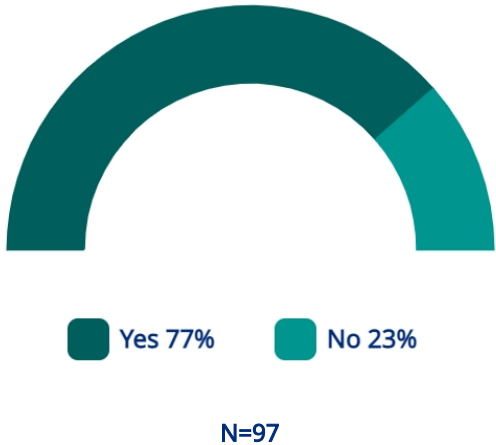
Note: More than one response was permitted; percentages may sum to more than 100%.

Other transportation

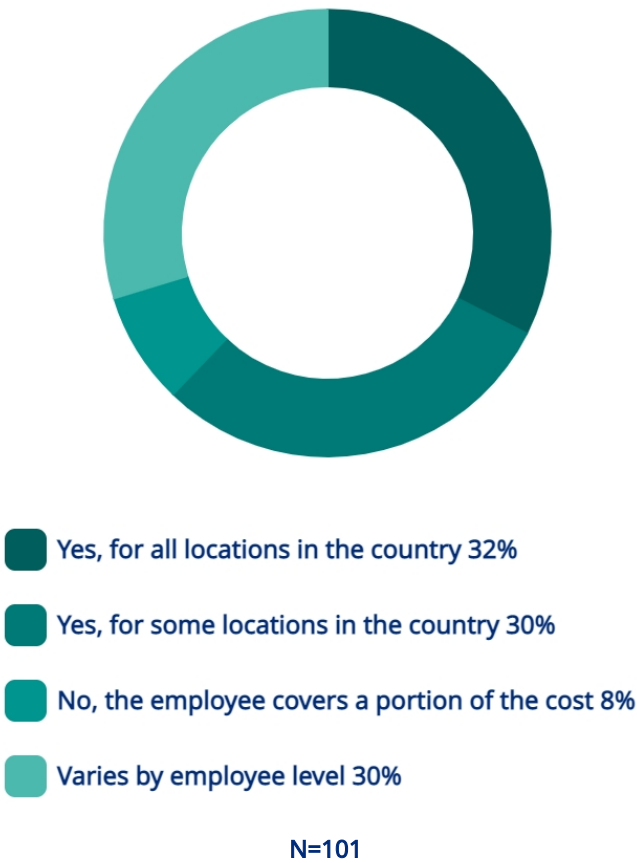
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Parking subsidies

Benefit provided



Cost of parking fully covered by company

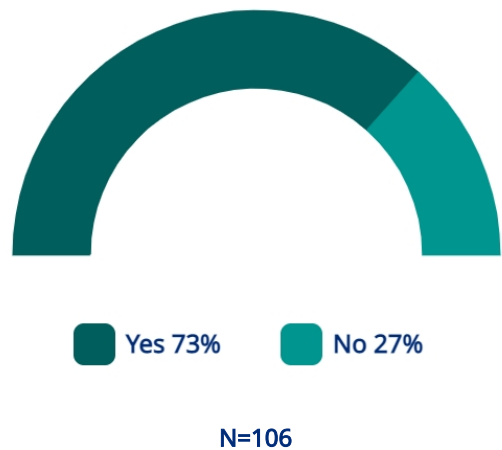


Other transportation

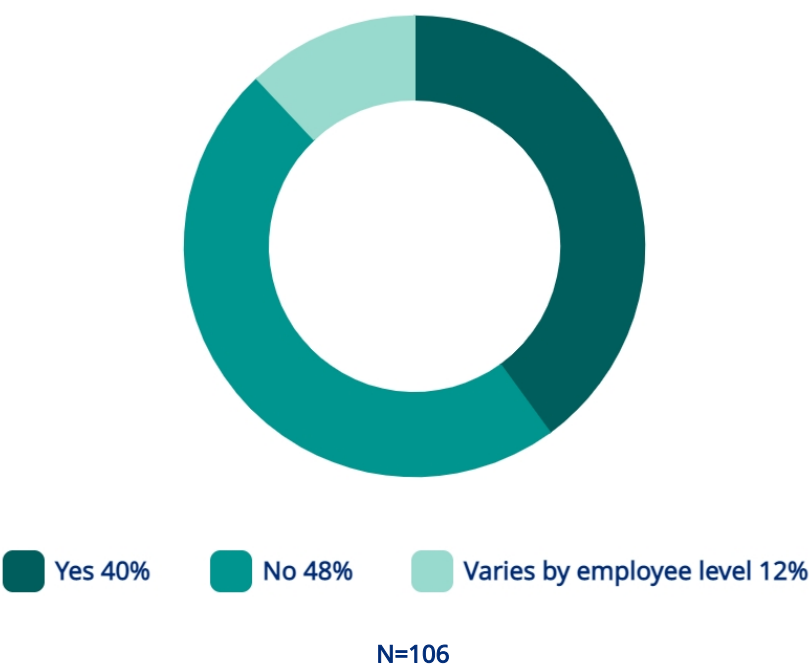
Last updated: May 17, 2023

Public transportation subsidies

Benefit provided



Benefit covers 100% of public transportation cost



Other transportation

Last updated: May 17, 2023

Public transportation subsidies

Delivery method for providing this benefit

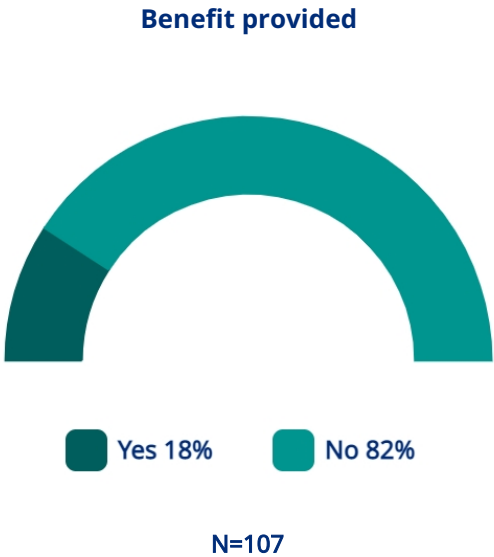
Delivery method	Percentage of companies
Company provides annual or monthly transit passes	12%
Employee receives an allowance to cover or supplement their costs	64%
Employee may choose an annual/monthly transit pass or an allowance	4%
Other	20%
N=	25

Note: More than one response was permitted; percentages may sum to more than 100%.

Other transportation

Last updated: May 17, 2023

Walking or cycling allowance



Delivery method for providing this benefit

Delivery method	Percentage of companies
Flat amount paid to employee	30%
Amount paid based on distance of commute	20%
Subsidy provided to purchase a bicycle	40%
Employees have access to company-provided bicycles	27%
Other	20%
N=	25

Note: More than one response was permitted; percentages may sum to more than 100%.

Methodology

This section provides information on the methods of collecting, collating, and analyzing data for this product. You will also find notes on exceptions and exclusions in the data, information on data sources, and relevant equations.

Data collection

Data for this publication were collected from the following sources:

- Mercer's Transportation Policies Survey

The survey was open to all companies that offer car or alternate transportation benefits and have operations in at least one of the markets included in the survey.

Note: Participants completed questions that were applicable to their policies; therefore, sample sizes vary by question. Keep sample size in mind when making decisions; a small sample size may not be a true reflection of the market.

Data analysis

Statistics

The following statistics are presented in this report:

- **Prevalence:** The percentage of companies that provided a response to a question with a defined number of options to choose from. For example, a single response question or a multiple response (select all that apply) style question.
 - In single response questions, the sum of all responses may not equal 100% due to rounding.
 - In multiple response questions, the sum of all responses will be greater than 100%.
- **N or sample size:** The number of companies that reported data for the statistic.
- **En dash or “–”:** The sample is too small to provide the statistic.

Data masking

To ensure the confidentiality of all companies that provide data to Mercer's surveys, statistics have been masked by displaying an en dash or “–” when minimum sample sizes are not met.

Methodology

Data exceptions and notes

For China, data were collected for Beijing and Shanghai.

Data for hybrid and electric vehicles were not collected separately prior to 2023.



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